

Episcopal Diocese of Colorado

Official Full-Time Diocesan Compensation Standard-2010

This Standard is computed by increasing the 2009 Standard data by 4% across the board and rounding to the nearest \$100.

Note: None of these amounts are caps! ASA is Average Sunday Attendance

Range	Position Description Clergy-In-Charge of a:	Entry <small>(Required Starting compensation at or above this level)</small>	Target <small>(Expected within 5 years in this or a similar position)</small>	Exemplary <small>(Recognizes excellence or special conditions)</small>
I	Family-sized congregation with ASA up to 75; <small>Also includes Entry level assistant clergy</small>	\$ 46,000	\$ 55,100	\$ 66,100
II	Pastoral-sized congregation with ASA from 75 to 140 <small>Also includes experienced assistant clergy and other positions of special challenge</small>	\$ 55,100	\$ 66,100	\$ 79,500
III	Transition-sized congregation with ASA from 140 to 225 <small>Also includes other positions of unusual complexity or challenge</small>	\$ 66,100	\$ 79,500	\$ 95,300
IV	Program-sized congregation with ASA from 225 to 400 <small>Also includes other positions of unusual complexity or challenge</small>	\$ 79,500	\$ 95,300	\$ 114,400
V	Resource-sized congregation with ASA in excess of 400 <small>Also may include other positions requiring rare skills</small>	\$ 99,100	\$ 118,800	\$ 142,600

Notes:

Ranges are designated to coincide with those generally in use by the National Church.

Clergy-In-Charge generally include Rector, Vicar, Priest-in-Charge and Interim Priest.

The shaded amounts are considered minimal amounts by the diocese. Any church paying below the shaded amounts will be expected to work with the bishop in order to raise the compensation to the shaded amount by use of a program to which the bishop agrees.

Amounts are pension-based compensation which includes all cash payments including stipend, housing, utilities, SECA reimbursement and allowances.

For clergy for whom the church provides housing, adjust the total cash compensation by 77%.

、

|